

CureGrin

WHISTLEBLOWING POLICY

Purpose

The purpose of this policy is to establish procedures for employees, volunteers, and other stakeholders of CureGrin to raise concerns about suspected illegal, unethical, or improper conduct within the organization without fear of retaliation.

This policy is intended to encourage the reporting of such conduct and to provide guidance on how such reports will be handled.

Scope

This policy applies to all employees, volunteers, contractors, and other stakeholders of CureGrin, including members of the Board of Directors.

Reporting of Suspected Violations

CureGrin encourages employees, volunteers, and other stakeholders to report suspected violations of law, regulations, or organizational policies.

Such violations may include, but are not limited to, the following:

- Fraud or financial impropriety
- Misuse of organizational resources
- Harassment or discrimination
- Conflict of interest
- Non-compliance with laws and regulations
- Environmental or health and safety violations

Reports should be made in writing to the e-mail reportingchannel@curegrin.org in attention to the Chair of the Board of Directors and the Secretary.

Reports may be submitted anonymously if desired, although individuals are encouraged to provide their name and contact information to facilitate follow-up and investigation.

Reports should include as much detail as possible, including the nature of the suspected violation and any evidence or documentation to support the report.

Investigation of Reported Violations

Upon receipt of a report of suspected violation, the Executive Director or the Chair of the Board of Directors will promptly initiate an investigation and, if necessary be supported by the Governance Committee.

The investigation will be conducted in a confidential manner, and only those individuals with a need to know will be informed of the report.

The investigation will be conducted in a fair and impartial manner, and all parties involved will be afforded due process.

Protection Against Retaliation

CureGrin is committed to protecting employees, volunteers, and other stakeholders who report suspected violations from retaliation or reprisal.

Any retaliation or reprisal against a whistleblower will not be tolerated and may result in disciplinary action, up to and including termination of employment or other relationship with CureGrin.

Confidentiality

CureGrin will maintain the confidentiality of any report of suspected violation to the extent possible, consistent with the need to conduct a thorough investigation.

However, individuals who submit a report should understand that it may be necessary to disclose certain information to others in order to investigate the report effectively or to comply with legal obligations.

Conclusion

CureGrin is committed to maintaining the highest standards of ethical conduct and compliance with all applicable laws and regulations.

This Whistleblower Policy is intended to promote the reporting of suspected violations and to provide a mechanism for addressing such reports in a fair and impartial manner.

Employees, volunteers, and other stakeholders are encouraged to raise concerns about suspected violations without fear of retaliation.

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